



A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY
FOR WOMEN IN GOVERNMENT

SPACE COAST CHAPTER, KENNEDY SPACE CENTER, FL

NOVEMBER, 2003

SPACE COAST CHAPTER, FEW 2003 – 2004 Officers and Committees

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PRESIDENT'S MESSAGE

Barbara Powell

When my mind is dry, and I can't think of a subject to write about, I go to a little book that was given to all NASA, KSC employees, which I'm sure that nobody even looked at, but it's a great source of articles for me.

PAT YOURSELF ON THE BACK

This article was taken from "*Don't Sweat the Small Stuff at Work*" by Richard Carlson

For most of us, there are times when we feel underappreciated, as if no one understands how hard we work and how much we are trying. One of my favorite pieces of advice has always been to praise often and tell people how much you appreciate them. You'll find bits of this advice scattered throughout this book. There are times, however when no one seems to be applying that advice toward us, when no one seems to be appreciating us.

At times, it's important to stop what you are doing and pat yourself on the back. Take a few moments to reflect on what you've been doing and on the nature of your intentions and actions. Mentally review your accomplishments. Think about how hard you work and how much you are contributing to your goals, and to the people you are working with.

As simple as this sounds, it really helps! I've done this many times, and have found that it puts things in perspective. Sometimes it reminds me of how busy I have become, which has given me compassion for everyone else who is busy. I can recognize why people sometimes forget or are unable to be appreciative—they are absorbed in their own work and their own lives.

Sometimes we get going so fast that we forget to pause and reflect. When we take a moment,

however, we can regain our perspective and realize that we are making a valuable contribution to ourselves, our families, the people and business we work with, and humanity. Recognizing your contribution from within yourself is actually more powerful and satisfying than hearing it from others. In fact, in order to feel good about yourself and your efforts, you must be able to compliment yourself and recognize and acknowledge your contribution from within.

Almost everyone loves to be patted on the back by others. It feels good. However, when it's not happening, don't let it get you down or adversely affect your attitude. Praise from others is never a certainty, and making it a condition of your happiness is a really bad idea. What you can do is praise yourself and pat yourself on the back. Be honest and genuine regarding your compliments. If you're doing a good job, say so. If you're working long hours, give yourself some credit. If you're making life a little better for even one person or making any type of contribution to society then the world is a better place because of you. You deserve to be recognized. If you'll actually take the time to do so, I think you'll find this exercise is well worth the effort.

I think we can all take this advice. Don't you?

REMEMBER: The Post Office still has "Breast Cancer Awareness" stamps. The additional cost for the stamps goes toward breast cancer research. Maybe in our lifetime we'll see this cancer conquered. Breast cancer is not just for women. Rob Roddy, the deceased announcer for the Price is Right had breast cancer, as well as colon cancer.

Happy Thanksgiving to you and yours. This is the time to enjoy families and friends.



Just a FEW Reasons Why Our Language is so Difficult to Learn

1. The bandage was wound around the wound.
2. When shot at, the dove dove into the bushes.
3. There was a row among the oarswomen about how to row.
4. Upon seeing the tear in the painting, I shed a tear.
5. They were too close to the door to close it.

(Excerpt from e-mail - origin unknown)



PROGRAM COMMITTEE *Patti Rissman*

The November monthly meeting is the 20th, the place and topic will be sent out on a separate flyer.



So You Think You Know Everything?

"Dreamt" is the only English word that ends in the letters "mt".

February 1865 is the only month in recorded history not to have a full moon

In the last 4,000 years, no new animals have been domesticated.

If the population of China walked past you, in single file, the line would never end because of the rate of reproduction.

If you are an average American, in your whole life, you will spend an average of 6 months waiting at red lights

Now you know everything! Maybe!



MEMBERSHIP COMMITTEE *Becky Denis*

**Welcome to two new members
Connie L. Sexton and Jane E. Waters.**

We are truly glad to have our members support our Chapter and if anyone has any questions, call Becky Denis at: 321-867-4104 (voice), 321-867-1458 (fax) or E-mail at Rebecca.M.Denis@nasa.gov

If you haven't yet sent in your membership dues, please send your check to our Treasurer, Karin Biega.

Also, please remember, when you use the Global FEW Membership list, it only includes the folks that are on-site. Individuals need to create a **FEW Membership**

Distribution list in their personal address books and add in those folks that are off-site.

COMPLIANCE

Gail McLean

A firm commitment to providing access to opportunities via affirmative action is even more important today than in the past with increasing recognition of the existence of a "glass ceiling," i.e., institutional and attitudinal barriers to advancement opportunities for women, people of color, and other minorities. FEW has historically supported the development of strong affirmative action programs in each Federal Department and agency as a mechanism for ensuring equality of opportunity for all groups and will oppose any efforts to reduce or eliminate the nation's commitment to this issue. Programs which provide on-the job training; mentoring opportunities; skills and leadership training, particularly in non-traditional career fields; development of upward mobility slots; and targeted recruiting to enlarge the candidate pool should be developed and implemented throughout the federal sector.

FEW recognizes the progress made by the recent presidential administrations to appoint women, people of color, and other minorities to high level policy positions within the Executive Branch and calls for a continuing commitment to affirmative action as subsequent appointments become necessary. In addition, FEW calls upon the Congress through its oversight authority to enforce accurate reporting of recruiting, hiring, promotion, and firing data, and to levy sanctions against those Departments and agencies which fail to comply with these requirements.

For more information go to <http://www.few.org/legislative.html>.



SUNSHINE

Karen Jansma

Celebrating birthdays in November:

Ruby Jennings	04
Lesley Carroll	11
Zoa Dodd	11
Ann Gary	15
Deborah Ward	21

Happy Birthday!

Our Chapter would like to continue to remember our FEW Sisters Birthdays as well as any other significant events in our members' lives, so please send information to Karen Jansma at Karen.S.Jansma@nasa.gov. Also, if your big day comes around and it is not noted in the monthly Newsletter, please let Karen know.

A sympathy card and flowers were sent to Jane Eitel.

GOVERNMENT NEWS & LEGISLATION

Marie Argana



FEW President Testifies

On October 15, FEW President Patricia Wolfe testified before the Subcommittee on Civil Service and Agency Organization on "Diversity in the Senior Executive Service." This hearing was held at the request of Danny Davis (D-IL) ranking minority member of the Subcommittee. It followed the publication of a January General Accounting Office report that found that the percentage of minorities in the SES is expected to increase by only a fraction of 1% over the next four years, from 13.8% to 14.6%. The percentage of white men in the SES is projected to decline from 67% to 62%, while the percentage of white women is expected to increase from 19% to 23%.

Basically, Pat made the point that the demographics of the SES should more accurately reflect the actual composition of the federal workforce.

Danny Davis had asked the subcommittee's chairwoman Jo Ann Davis (R-VA) to hold quarterly hearings to hear testimony from randomly selected agencies on steps they are taking to diversify their SES corps. By doing so, he said, Congress could hold agencies accountable for hiring more women and minorities. She will consider this request.

Ronald Sanders, OPM's associate director for strategic human resources policy, said that there would be no "quick fixes" to the lack of diversity among top civil service employees because the traditional "feeder pools" for SES appointments - civil servants ranked General Schedule 14 and 15 - are not much more diverse than the existing SES. Still, Sanders said, federal agencies are likely to end up with more top minority executives than GAO projects in the coming years because of several

existing federal government initiatives aimed at bringing more minorities into the federal workforce.

Future improvements in minority hiring are also likely, Sanders said, because of the new OPM-sponsored Federal SES Candidate Development

Program, which is designed to find the SES employees of the future.

Compensation/Pay Equity**

S 76, The Paycheck Fairness Act, which was introduced by Sen. Tom Daschle (D-SD) and a companion bill – HR 1688, introduced by Rep. Rosa DeLauro (D-CT) amends the Fair Labor Standards Act to provide more effective remedies to victims of discrimination in wage payments on the basis of sex. STATUS: S 76 has twenty co-sponsors and was referred to the Senate Committee on Health, Education, Labor and Pensions; HR 1688 has 86 co-sponsors and referred to House Committee on Education and the Workforce.

Retirement/Pension Benefits**

S 349, the Social Security Fairness Act of 2003, which was introduced by Sen. Dianne Feinstein (D-CA) and a companion bill – HR 594, introduced by Rep. Buck McKeon (R-CA) repeals the Government Pension Offset and Windfall Elimination Provisions. STATUS: S 349 has 25 co-sponsors and was referred to the Senate Committee on Finance; HR 594 has 273 co-sponsors and was referred to the House Committee on Ways and Means.

**The Paycheck Fairness bills and repeal of the WEP and GPO are high priority Grassroots efforts for FEW. Please visit <http://capwiz.com/few> using your home computer for more information on how to get involved.

The government recently announced the annual cost-of-living adjustment for retirees. Retirees covered by the Civil Service Retirement System and those with military and Foreign Service annuities will receive a 2.1% increase in their January retirement checks. People who retired under the newer Federal Employees Retirement System (FERS) and who are 62 or older will receive a 2% increase. The increases reflect low inflation rates over the past year, but are higher than the 1.4% COLA that government retirees received this year.

Federal retirees COLAs are linked to the annual adjustment in Social Security benefits, which are going up to 2.1% next year. The average monthly Social Security check for an individual will rise from

\$903 to \$922. For a couple receiving social Security, the average monthly check will increase from \$1,492 to \$1,523. Low-income federal retirees, however, may find much of their 2004 COLA eaten up by rising health care costs.

Employment Benefits

Sen. Barbara Mikulski (D-MD) introduced S 319, Federal Employees Health Benefits Improvement Act of 2003, its companion bill – HR 577, was introduced by Rep. Steny Hoyer (D-MD). These provide for the increases of the government contribution for federal employee health insurance from 72% to 80%. STATUS: S 319 has three co-sponsors and was referred to the Senate Committee on Governmental Affairs; HR 577 has 60 co-sponsors and was referred to the House Committee on Government Reform.

S 623, was introduced by Sen. John Warner (R-VA); a companion bill – HR 1231, was introduced by Chairman Tom Davis (R-VA). These amend the Internal Revenue Code to allow federal civilian and military retirees to pay health insurance premiums on a pretax basis to allow a deduction for TRICARE supplemental premiums. STATUS: S 623 has 47 co-sponsors and was referred to the Senate Committee on Finance; HR 1231 has 314 co-sponsors and was approved by the full House Government Reform Committee by voice vote. The House Committee on Ways and Means now must approve it.

Rep. Nita Lowery (D-NY) introduced HR 1243, Prescription Drug Benefit Equity Act of 2003. This bill assures equitable treatment in health care coverage of prescription drugs under group health plans, health insurance coverage, Medicare/Medicaid managed care arrangements, and health plans under the Federal Employees' Health Benefits Program (FEHBP). STATUS: 15 co-sponsors; was referred to the House Committee on Ways and Means.

Voter Registration

HR 3153, Same Day Voter Registration Act of 2003, was introduced by Rep. Martin Olav Sabo (D-MN). This amends the National Voter Registration Act of 1993 to require states to permit individuals to register to vote in an election for federal office on the date of the election. STATUS: Eight co-sponsors, and was referred to the House Committee on House Administration.

• Women in the Military

There has been a lot of reporting about the recently released report on sexual misconduct allegations at

the Air Force Academy in Colorado Springs. A congressional panel was created by Congress to investigate the scandal. In its report, the panel members scolded the Air Force and academy leaders for ignoring repeated warning signs of problems at the institution. The Commission, led by former Florida Rep. Tillie Fowler, urged the Pentagon's inspector general to determine individuals were to blame for the leadership breakdown.

A survey of cadets by the inspector general made public this month found that nearly one in five female cadets said they had been sexually assaulted since coming to the Air Force Academy. Just 19% reported the attacks, fearing punishment.

As a follow up to the report, the Senate Armed Services Committee has called on Pentagon investigators to review Air Force Secretary James Roche's handling of the allegations.

FEW had been involved in this problem from the beginning, and had urged that an investigation be undertaken. Because of our active interest, Pat Wolfe sent a letter to the Panel Members offering our views on the report and our availability to provide assistance during the second phase of monitoring the results of the study. This letter was also forwarded to every Senator on the Armed Services Committee and the General Counsel for the Air Force.

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Facts about Women and Heart Disease From Women's Heart Advantage at the Parrish Medical Center

- Heart disease is the number 1 killer of American women; claiming more than 500,000 lives.
- Cardiovascular diseases claim more women's lives every year than the next seven causes of death combined - and almost twice as many deaths as cancer.
- Every year since 1984, more women than men have died of cardiovascular disease.
- It is estimated one in two will die of heart disease or stroke; compared with one in thirty who will die of breast cancer.

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Sandy Eliason

Thank you for your support this year for the "Walk to Cure Juvenile Diabetes". I walked from Lori Wilson Park to Shepard's Park in Cocoa Beach. Type 1 diabetes (Juvenile Diabetes) is a disease which primarily strikes children and makes them insulin dependant for life, and carries the constant threat of devastating complications. Here are a few facts about Diabetes.

- Diabetes kills one American every 3 minutes.
- 17 million Americans have diabetes; 5.9 remain undiagnosed.
- A new diabetic is diagnosed every 40 seconds.
- Diabetic related complications are the number 1 contributor to health care costs.

Since its inception, JDRFI has provided more than \$600 million to diabetes research, 85% of JDRF expenditures directly supports research and research-related education. Their mission is "to find a cure for diabetes and its complications through the support of research". It was founded by parents of children with diabetes.

The 2003 Brevard "Walk to Cure Diabetes" had approximately 1500 walkers and is expected to raise close to \$200K (the final numbers are not in). The goal of the walk was \$185K—it was considered a resounding success!



COMMUNITY OUTREACH *Aneta Ott*

NATIONAL BREAST CANCER MONTH

National Breast Cancer Awareness Month is held each October as a way to increase awareness of the importance of early detection of breast cancer. How you can help - The Save Lids to Save Lives® program will be running through November 2003, with Yoplait yogurt cups with pink lids available nationwide. The Space Coast Chapter of FEW is collecting pink lids and sending them in to Yoplait. Yoplait in turn will donate .10 to the Susan G. Komen Foundation for Breast Cancer Research for each lid collected. Join us in the fight against breast cancer by dropping your pink Yoplait lids off to one of the following:

IT-D1/Vickie Hall

HQ, 2615E

867-9100

VA/Becky Fasulo	O&C, 2038	867-4436
UB-E2-A/Betty Valentine	SLSL, M6-1025, Room 102-10	861-2016
BA-C/Aneta Ott	HQ, 2529F	867-8548
TA-E/Becky Denis	HQ, 2649	867-4104
UB-G/Gloria Vigilante	SSPF 3074	867-6571
PH/ Sandy Shaheen	OSB Rm 6403N	861-4167
OP-MS/Karen Jansma	HQ 2488	867-2309
SGS/Jane Drinkhouse- Demars	OSB 1405	861-3676
PH-M1/Sandra Eliason	LCC 4P23	861-9309
USA/Carolyn Burnham	LCC 3P12	867-3370
Dawn Partlow	HQ 3169D	867-2895

Or mail to:

FEW - Space Coast Chapter
P.O. Box 21201
Kennedy Space Center, FL 32815

Sharing Center "Make a Difference Day"

First of all I would like to thank those people that helped make the project work by being the focal point for pick up: Vickie Hall, Sandra Eliason, Lee Furis, Teri Jackson, Barbara Powell, Jane Drinkhouse-Demars, Gina O'Shaughnessy, Jane Eitel, Karen Jansma, Becky Fasulo, Becky Denis, Gloria Vigilante, Cassie Blum, Tony Ippolito and Sandra Shaheen. With out their help the project would not have been so successful! Thanks again everyone! On a positive note I think we did very well, we filled the pickup truck with great stuff and even had to put some in Vickie's car to make the trip to the Sharing Center. We were greeted with open arms when we arrived, and had lots of people help us unload. By looking at the shelves there you could see that there was a real problem...all they had were a few cans of vegetables, and a couple of boxes of oranges. Everyone did a great job of collecting and again we thank you for it!

Salvation Army Christmas Stockings

As most of you know each year, we stuff stocking for the Salvation Army. It is a worth while project and we are always able to help a lot of children. I am looking for a volunteer to help coordinated this project this year, could it be you?

Baxley Manor

For those of you that don't know how Baxley Manor fits in with FEW. It really doesn't. This is a personal project that I took on several years ago and through donations made by FEW members and other friends, I procure monthly supplies to take to the residents of

Baxley Manor. Things have been going fairly well with the donations to Baxley. People that do not have time to shop donate money and I in turn shop for the necessary items. I collected around \$100.00, toward this month's shopping spree. The people there are so happy to see me come. You see the items I take to Baxley are put into the cupboard and then used as Bingo prizes. When I went this month, I got there a little late...too late for Bingo. Their cupboards were bare, so they were not able to give out prizes. As I have stated before the people really enjoy playing Bingo and they play until everyone wins. But, that is not the only time that the items are given out...all they have to do is ask and the lady that manages the cupboard gives it to them. It seems that I am begging all the time for one thing or another. And as I said this is really not a FEW project, but in the future if you can help with just one item it will be greatly appreciated! For instance if you travel, those shampoo's, cream rinse and soaps are great items to take to Baxley. They just love them and it saves me because if I get plenty of them I do not have to buy those items. I always take the items on the third Friday of the month, so mark your calendars...and please help!

And here it is almost Christmas again and it is time for the Baxley Angels again. I have some of the names already and will be sending them out to you to see if you would be interested in sharing a little Christmas joy with some other special individual. Please remember that for many of them your gift is all that they will receive for Christmas. I will need the gifts back to me by 12/8. Thanks so much for all that you do!

25th Annual Training Program (ATP)
Jean Grenville

The 25th ATP will be held March 3 and 4, 2004 at the Holiday Inn in Cocoa Beach, FL with the theme "Training and Networking - Tools for the Future." This will be the chapter's 25th Silver Anniversary of their training program.

The seminar committee has been formed and members are working their assigned tasks. A meeting was held October 16, 2003 with reports from committee chairs. A graphic was selected from the three graphics presented by Cindy Gooden. The keynote speaker has been selected and final details are being worked by FWPWG. Two workshop speakers have been confirmed to date. The

registration package is in work. A meeting with the hotel representative will be held October 27.

The next meeting of the seminar committee will be held Thursday, November 13, 2003 in room 1460 of the Headquarters Building.

CALENDAR OF EVENTS

Native American Heritage Month

November

11 Veteran's Day
20 **Chapter Meeting**
27 Thanksgiving

Florida History and Culture Vickie Hall

The War Ends:

Surrender, Occupation, and Emancipation

During the spring of 1865, the infrastructure of the Confederacy collapsed. The northern advantages of superior numbers of troops, combined with a huge industrial base, had exhausted the South in a four-year war of attrition. General Lee's once-mighty Army of Northern Virginia was starving and, after the abandonment of Petersburg and Richmond, outmaneuvered by a relentlessly pursuing Union Army of the Potomac. Lee surrendered to General Grant at Appomattox Court House, Virginia, on April 9, 1865. Unable to link up with General Lee, the South's other major field army, the Army of Tennessee, under the command of General Joseph E. Johnston, surrendered on April 26th at Durham Station, North Carolina. As part of the surrender of the Army of Tennessee, other areas in the Southeast, including Florida, were instructed to yield to federal troops.

News of the war's end reached Florida in rumors and fragments later in April and in early May. Several months before, Florida's Governor Milton had proclaimed that death would be preferable to reunion, and on April 1, he ended his life with a self-inflicted gunshot wound. The state's adjutant general removed the retired battle flags from the capitol and turned them over to his sister to hide them to prevent them from falling into Union hands.

The people of Florida greeted the end of the war in very different ways. For Lieutenant Francis Fleming, a Florida Confederate officer whose brother had been killed in battle

the year before, the end was "a sad and terrible result." In contrast, for some other Florida troops, weary and anxious finally to go home, the news of the war's end was greeted with cheers. In Union-occupied areas of the state, cannons boomed victory salutes.

On May 10, 1865, Union Brigadier General Edward McCook and his staff entered Tallahassee without incident. McCook and his occupation force had come from Macon, Georgia, to establish federal control and authority in Florida. Confederate troops signed parole documents agreeing not to fight and turned over military equipment to federal authorities. In a May 20th ceremony marking the formal transition of power, Union troops raised a large United States flag over the state capitol. On the same day, General McCook announced the Emancipation Proclamation, formally freeing enslaved blacks in Florida. The war was over for Florida, and the uncertain period of Reconstruction began.

Taken from the following website:

<http://dhr.dos.state.fl.us/museum/civwar/19.html>

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Thoughts to Ponder

The optimist proclaims that we live in the best of all possible worlds; and the pessimist fears this is true.

- James Branch Cabell

When you feel that you have reached the end and that you cannot go one step further, when life seems to be drained of all purpose: What a wonderful opportunity to start all over again, to turn over a new page.

- Eileen Caddy

Dwell not on the past. Use it to illustrate a point, then leave it behind. Nothing really matters except what you do now in this instant of time. From this moment onwards you can be an entirely different person, filled with love and understanding, ready with an outstretched hand, uplifted and positive in every thought and deed.

- Eileen Caddy

SPACE COAST CHAPTER NEWSLETTER Sharon White

This monthly publication is a means of sharing information and ideas. **Please send news articles or items of interest for this Newsletter** to Sharon White at OP-ES-A or e-mail at Sharon.L.White@nasa.gov

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership

Application is attached as the last page.

FEDERALLY EMPLOYED WOMEN

New Applicant		Renewal		Previous Member		Change of Membership Info	
Name				Membership Number			Birth Date
Home Address							
City, State, Zip							
Home Phone							
Agency/Company							
Mail Code/Address							
City, State, Zip							
Work Phone				FAX #			
E-mail Address							
METHOD OF PAYMENT (Credit Cards only available Jan-Mar)							
Total Amount Due: see schedule below							
Cash or Check		Check No.		Credit Card	Visa		Master Card
Card Number					Expiration Date (MM/YY)		
Print Cardholders Name (as it appears on card)				Signature (Credit Cards Only)			

Space Coast Chapter 009

	Month	Amount Due		Month	Amount Due		Month	Amount Due
	March	\$30.00		April	\$28.00		May	\$26.00
	June	\$24.00		July	\$22.00		August	\$20.00
	September	\$17.00		October	\$15.00		November	\$13.00
	December	\$11.00		January	\$9.00		February	\$7.00

Membership Application

Please place an X by the month dues are paid and pay the indicated amount.

National Office requests the following for statistics only:

Position/Title: _____ **Series/Grade:** _____

Circle One: **SES** **GM** **GS** **WG** **Military** **Other**

Circle if Applicable: FWP Full-time FWP Part-time EEO

Demographics

Sex [F/M]: _____ Race: _____ Years of Service: _____ Retired [Y/N]: _____

Membership dues are to be paid February 1st of each year.
Please contact the Membership Chair, Becky Denis, 867-4104 if you have any questions.